

University of Kentucky

Associate Provost for Faculty Advancement

Leadership Profile for National Search (2022)

Job Summary: The University of Kentucky (UK) Office of the Provost invites internal and external applications and nominations for the position of Associate Provost for Faculty Advancement. This is a full-time position within the Office of the Provost.

The new Associate Provost will promote academic and administrative excellence by working collaboratively across the university and external stakeholders on a variety of faculty advancement and development initiatives. The Associate Provost will work with other members of the Office of the Provost and will serve the entire campus, including the health care colleges. Reporting directly to the Provost, the Associate Provost will strategically lead the Office for Faculty Advancement.

Responsibilities include the following:

- Manage the faculty appointment process (initial and administrative), new faculty orientation, promotions, and the granting of tenure.
- Manage faculty life cycle processes, including position approval, posting, appointment, progression, leave requests, retirement, and non-STEPS post-retirement appointments.
- Identify and foster effective and open faculty recruitment processes across campus.
- Provide faculty hiring and retention leadership with a focus on diversity, equity, and inclusion.
- Manage faculty merit review and promotion/tenure appeals processes at university level.
- Oversee faculty personnel file management and data systems, ensuring ongoing and appropriate credentials for full- and part-time faculty.
- Collaborate with academic/administrative units to confidentially and appropriately address faculty personnel matters.
- Provide leadership and vision using national best practices for updating all processes regarding faculty appointments and advancement for continuous improvement.
- Oversee the Center for the Enhancement of Learning and Teaching to support excellence in teaching and learning across campus.
- Coordinate university wide faculty awards and recognition, including the Annual Faculty Awards Program.
- Promote and facilitate university wide innovative faculty development programs that foster career progression, both internal to UK (e.g., P&T Workshops, Chair's Academy) and external (e.g., SEC initiatives including the Academic Leadership Development Program).

- Collaborate with academic/administrative units on a variety of activities, including contributions to the university's Strategic Plan and strategies to advance and maintain SACSCOC accreditation.
- Approve specified requests on behalf of the Provost (e.g., faculty overload requests, sabbatical leave requests).
- Represent the Office for Faculty Advancement in meetings with the Provost, the Deans, and the other Associate Provosts.
- Convene standing and working groups from a cross-section of the university for ongoing and specific faculty advancement initiatives.
- Supervise and direct the daily work of the Office for Faculty Advancement, including other faculty administrators and staff employees.
- Direct and manage the Office for Faculty Advancement website.
- Serve as the primary point of contact for college liaisons involved in similar responsibilities.

Desired Qualities and Skills: This innovative collegial leader will exhibit a steadfast commitment to faculty advancement, which includes: innovation in faculty life cycle management; conflict resolution, communication, and planning skills; a record of teaching excellence; administration, budgeting, and managerial ability; an inclusive, collaborative, respectful, and anticipatory predisposition involving a creative problem-solving capacity.

Preferred Experiences: The foregoing skills and qualities should be demonstrated by evidence of appropriate and successful career experiences including, as examples, the following:

- Successful leadership in higher education and/or administrative role (e.g., Vice-Chair, Chair, Associate Dean, or Dean of an academic unit, etc.).
- A strong commitment to the promotion and advancement of diversity, equity, and inclusion.
- A successful record of accomplishment of collaboration across university bodies (e.g., Graduate Council, University Senate) and offices (e.g., Legal Counsel, Institutional Equity and Equal Opportunity).
- Evidence of a commitment to the scholarship of teaching and innovation in teaching.
- Experience managing multiple time sensitive complex challenges simultaneously.
- Experience mediating/resolving sensitive personnel matters, especially related to faculty.
- Administrative experience (e.g., engagement or oversight of strategic planning, faculty promotion or oversight, developing and managing budgets, leading/managing diverse groups of professional staff).
- Experience engaging effectively with a diversity of internal and external constituencies.
- Understanding and application of university rules and policies (e.g., Governing Regulations, Administrative Regulations, and Senate Rules).

- Commitment to equitable leadership and mentoring opportunities for all faculty regardless of title series or level.

Required Qualifications: Earned Ph.D. or other terminal degree in applicant's field of study, along with a faculty appointment at the rank of Professor, with tenure.

Applicants should submit a CV and letter of interest that addresses the desired qualifications and experiences in the leadership profile to the UK Jobs posting (<https://ukjobs.uky.edu/postings/370627>). Confidential inquiries and nominations may be directed via email to the Office of the Provost at provost@uky.edu. Nominations are due by March 2, 2022, at 5:00 PM (Eastern Time). Applications are due by March 18, 2022, at 11:59 PM (Eastern Time).

Following review of applicants, an interview process will occur, to include opportunities for campus participation and feedback.

About UK: Located in the vibrant city of Lexington, the University of Kentucky is a public, land-grant, Carnegie Foundation Community Engaged, flagship institution. UK plays a critical leadership role in promoting health, diversity, inclusion, economic development, and human wellbeing. The campus is home to more than 31,000 students, 2,600 full-time faculty, and 14,000 full-time staff. The University reached historic rates for enrollment and graduation in 2021. The University is one of just eight institutions in the country with a major academic medical center and a full spectrum of academic colleges and professional schools on one contiguous campus.

University of Kentucky consists of 19 academic and professional colleges where students can choose from more than 200 majors and degree programs at the undergraduate and graduate levels. Supporting the scholarly community is a comprehensive library system consisting of nine facilities, including the world-class William T. Young Library.

UK is more diverse now than at any other time in its more than 155-year history. UK's student body represents more than 100 countries, every state in the nation, and all 120 Kentucky counties. UK undergraduate students compete successfully for prestigious scholarships and awards, such as the Rhodes, Fulbright, Astronaut, Truman, Goldwater, Marshall, Udall, and Gates programs. Graduate students earn a variety of very competitive grants and awards to support their research, including NIH National Research Service Predoctoral awards, NSF Doctoral Dissertation Research Improvement Awards, and grants and fellowships from foundations and disciplinary professional societies.

The University recently engaged in a campus transformation effort, revitalizing its teaching, research, residential, and community spaces. UK's public-private partnership with the Education Realty Trust (EdR) has yielded 202 active learning spaces and more than 6,500 beds in modern dormitories in 13 buildings. Over the last five years, UK has

approved more than \$2.2 billion in infrastructure and construction to bolster the institution's long-term health and success.

An R1 institution, the University of Kentucky received \$468 million in external research grants and contracts in fiscal year 2021, a \$38.8 million increase from fiscal year 2020, and a two-year increase of \$50.9 million from 2019. The university's dynamic research enterprise encompasses traditional scholarship, the humanities, emerging fields in technology, and a robust healthcare enterprise with the #1 ranked hospital in Kentucky by U.S. News & World Report. UK is one of 29 U.S. universities with the trifecta of research excellence designations in cancer, aging and translational science: a National Cancer Institute-designated Cancer Center, an Alzheimer's Disease Research Center from the National Institute on Aging, and a Clinical and Translational Science Award from the National Institutes of Health. The UK Research Priorities Initiative, created in 2018 and funded by the Office of the Vice President for Research, encompasses seven research priority areas: cancer, cardiovascular diseases, diabetes & obesity, diversity & inclusion, energy, neuroscience, and substance use disorder. Transdisciplinary teams of scientists and clinicians have formed in these areas to tackle the most complex challenges facing Kentuckians. In 2019, UK received the largest grant award in the institution's history, \$87 million, for the HEALing (Helping to End Addiction Long-term) Communities Study, funded by the National Institutes of Health. The goal of this study is to reduce opioid overdose deaths by 40 percent in 16 Kentucky counties.

Transdisciplinary research and collaboration across colleges is embedded in the identity of the University of Kentucky. UK boasted top-ranked programs and centers in 2021, including the Markey Cancer Center, Kentucky's only National Cancer Institute-designated center, which has maintained a Top 50 ranking for the past five years, and the College of Pharmacy which ranks 6th in the nation according to U.S. News & World Report. The James B. Beam Institute for Kentucky Spirits at UK fosters multidisciplinary collaboration dedicated to addressing challenges facing the spirits industry. Experts from disparate fields such as engineering, chemistry, business, law, horticulture, forestry, food science, and entomology are drawn together with the common goal of maintaining the welfare, prosperity and sustainability of Kentucky's spirits industry for generations to come. The university is currently completing construction on the Healthy Kentucky Research Building, a \$265 million, 300,000-square-foot facility, with an expected completion date in summer 2022. The facility, a reflection of the university's commitment to growth and collaboration, is financed with \$132.5 million from the state and \$132.5 million from the university.

Diversity, equity and inclusion are core values of the University of Kentucky. As the institution's current strategic plan states, "UK has embraced its calling as Kentucky's university by strengthening its commitment, not only to diversity, but to sustaining communities that care deeply about equity and a sense of belonging for everyone."

For the fourth consecutive year, the University of Kentucky was one of fifteen universities to receive the ["Higher Education Excellence in Diversity"](#) and ["Diversity Champion"](#) awards by INSIGHT Into Diversity Magazine. UK is named one of the "Best of the Best" Top 30 LGBTQ-friendly universities for numerous years. UK's campus has

never been more diverse, and students of color and underrepresented populations have continued to grow and thrive. In April 2021, Forbes named the University of Kentucky to its [Best Employers for Diversity List](#).

UK recently announced a comprehensive, enterprise-wide Diversity, Equity and Inclusion Implementation Plan. UK identified 6 broad workstreams that oversee the work of 17 project teams, each collaborating to bring this plan to fruition. These distinct efforts include expanding professional development opportunities, creating a diversity and inclusivity master plan, breaking down long-standing and institutionalized barriers, and more.

Under this plan, the budget of the UK Office for Institutional Diversity will also undergo a significant expansion — from \$3.1 million to \$19.3 million — with a revised scope of responsibilities that includes oversight of scholarships, resources for recruiting faculty and staff of color, and strengthening of community relationships.

In 2020, the University announced the sponsorship of a five-year, \$10 million research initiative focused on racial disparities and inequities across broad areas, ranging from health to the historical foundations of systemic racism. The UNited In True racial Equity (UNITE) Research Initiative was designated as one of seven research priority areas at UK. This program brings together the university's brightest scholars and scientists, including College of Arts and Sciences faculty members who serve on the UNITE Executive Committee and Internal Advisory Board, and provide investments to support collaborative research that enables change.

The University of Kentucky is committed to a diverse and inclusive workforce by ensuring all our students, faculty, and staff work in an environment of openness and acceptance. We strive to foster a community where people of all backgrounds, identities, and perspectives can feel secure and welcome. We also value the well-being of each of our employees and are dedicated to creating a healthy place to work, learn and live. In the interest of maintaining a safe and healthy environment for our students, employees, patients and visitors the University of Kentucky is a Tobacco & Drug Free campus.

The University of Kentucky is committed to a policy of providing opportunities to people regardless of economic or social status and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, age, veteran status, or physical or mental disability.